

## TRAINING

The Eureka Police Department values and supports professional development of its staff. To that end, employees participate in a variety of mandatory and elective training provided by various training organizations and partners.

Requisite training guidelines are outlined by the California Commission on Peace Officer Standards and Training (POST) by position. Many courses employees attend are POST certified and assist officers and professional staff meet their required bi-annual training requirements. Other courses are developed by private vendors, individuals or organizations with the goal of enhancing modern day policing.

Information from POST approved courses are available through their website: <https://post.ca.gov/>

Trainings presented by Department staff vary from informal policy review and legal updates during watch briefings as outlined in Policy §404 to formal classes presented on a variety of topics. Summary information of in-house training programs staff participates in are below.

### **Crisis Intervention Team**

Crisis Intervention Team (CIT) Training is a collaborative training effort between Humboldt County Law Enforcement and the Humboldt County Department of Health and Human Services designed to assist first-responders help persons with mental disorders and/or addiction access resources and toward long-term assistance enhancing quality of life for the community. Humboldt County CIT started in 2007 and has presented weeklong training sessions annually since.

Learn more about CIT: [www.citinternational.org/Learn-About-CIT](http://www.citinternational.org/Learn-About-CIT)

### **Defensive Tactics**

Physical contact with aggressive or resistant individuals is a regular part of law enforcement officer's daily activity. Being able to quickly and safely gain control of an individual is essential to protecting victims and bystanders, effect an arrest, protect oneself or fellow officers. Officers practice a system of controlled defensive and offensive body movements and holds quarterly with trained staff.

### **De-escalation Training**

In 2019, Eureka Police Department partnered with Police Executive Research Forum (PERF) to bring innovative Principled Policing train-the-trainer curriculum to Humboldt County called ICAT. ICAT stands for Integrating Communications, Assessment and Tactics. This course utilizes scenario-based training exercises and video case studies to learn tools, skill and options to assist officers successfully and safely defuse a range of critical incidents.

Learn more about ICAT: [www.policeforum.org/icat](http://www.policeforum.org/icat)

Press Release Link (PDF in Transparency Portal Folder)

### **Principled Policing**

Principled Policing is a course created by the California Department of Justice and P.O.S.T. with

the assistance of Stanford University professors taught by in-house instructors. The course instructs in concepts of Procedural Justice and Implicit Bias. One of the main principles of Procedural Justice is the development of a spirit of teamwork between law enforcement agencies and community members. Implicit bias is described as the thoughts or feelings about social groups of which people may be unaware, yet can influence their decisions and actions.

Law enforcement can improve trust and relationships between law enforcement agencies and their communities by using these principles to evaluate their policies, procedures and training within their departments. In addition, developing an understanding of these two concepts will enable law enforcement to improve safety and well-being for the public and law enforcement alike.

### **Range & Firearms**

Sworn personnel participate in quarterly range and firearms training in a variety of scenarios on a quarterly basis. Training is taught by Department Range Instructors.

Learn more about Training Standards: [Firearms Training Standards](#).